

SECRETD/FBIS
Chrono**ROUTING AND RECORD SHEET**

SUBJECT: (Optional)

Payment of Language Use Awards to FBIS Intelligence Officers

FROM

EXTENSION

NO.

FBIS-0498/85

Director, Foreign Broadcast
Information Service

DATE

6 December 1985

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Acting Deputy Director
for Science and
Technology

2. Room 6E45, Headquarters

3.

4. Executive Registry
Room 7E12, Headquarters

5.

6.

Executive Director

7.

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FBIS-0498/85
6 December 1985

MEMORANDUM FOR: Executive Director

THROUGH: Acting Deputy Director for Science and Technology

FROM:
Director, Foreign Broadcast Information Service

SUBJECT: Payment of Language Use Awards to FBIS Intelligence Officers

REFERENCE: Memo for Ex Dir fm C/DO/Career Mgt Staff, dtd 18 Oct 85,
Subject: Payment of the Language Use Award to Language Specialists

Jim:

1. I am concerned about the implications in memo regarding the payment of Language Use Awards to our intelligence officers who work on foreign documents and do analytical work in FBIS. The directorate approved the full reinstitution of the Language Use Award in FBIS under the new policy in July of this year. I am concerned that it is much too soon to evaluate the impact and change the policy yet again.

2. Hiring criteria for FBIS officers have changed considerably in the past several years; candidates for IO Document positions, as well as people in the Analysis Group, need more than working knowledge of a foreign language. Our publication collection efforts have shifted increasingly from purely political to military, economic, and S&T. Language is a tool to be used with an S&T, economic, or area background or degree. In recruiting for our new S&T center, for example, we are rejecting candidates with purely linguistic backgrounds. Additionally, we need not only to promote recruiting and retention of officers with language ability, we are encouraging our officers to develop their audio ability in languages to handle an increasing number of video tapes, being monitored at Langley and overseas.

3. We are already seeing tangible benefits from the program in terms of stabilizing the work force in FBIS Headquarters. As you know, DI officers are paid on a higher wage classification scale than FBIS people. In FY-1984 FBIS lost 24% of its intelligence officers. Now, because of the bonus, our officers are thinking twice before moving out of FBIS to other components or agencies such as NSA. This benefits not only FBIS but the Agency as a whole, in that it means we have officers who are at the service of the Agency increasing their language knowledge.

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SUBJECT: Payment of Language Use Awards to FBIS Intelligence Officers

4. It is my understanding that the IG recommended that the new Language Incentive Program not be changed but be reviewed in 1987. That would seem a reasonable time to assess the impact of the program on our recruiting and retention. If the program is once again changed after only a few months, I fear our employees will find this "yo-yo" approach to benefits laughable and hardly credible.

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Attachment:

Memo from C/DO Career Mgt Staff

25X1

DDS&T/FBIS,  (6 Dec 85)

Distribution:

- Orig - Addressee (w/att)
- 2 - DDS&T (w/att)
- 1 - ER (w/att)
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- 1 - JDC Corres file (w/att)
- 1 - Language Incentive Program file (w/att)
- 1 - FBIS Registry (w/att)

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S E C R E T

18 October 1985

MEMORANDUM FOR: Executive Director

VIA: Inspector General

FROM:

Chief, DO/Career Management Staff

SUBJECT: Payment of the Language Use Award to
Language Specialists

Jim

1. I need some policy guidance regarding the payment of the Language Use Award to persons hired primarily for their language skills. The history of this is that prior to the National Academy of Public Administration (NAPA) review of the Language Incentive Program (LIP) in 1980, persons hired primarily for their language skills (FBIS personnel, Language School Instructors, DO Translators) were receiving the Use Award. The NAPA Report pointed out that almost half of all LUA's were going to such language specialists and that granting the LUA to persons hired for their language skills was at odds with the objectives of the LIP. In October 1981, the Executive Committee--following the advice of NAPA-- cut off personnel hired primarily for their language skills from LIP awards in the language for which they were hired. To ease the transition to this policy, all were granted a one-step increase. A copy of the 1981 memorandum is attached for your information.

2. Within the past few months, the Language Use Award has been reinstituted for FBIS personnel and Language School instructors. The cash value of such awards is high, since the proficiency of these linguists is generally at the 4 or 5 level. And yet the LIP objective of improving the foreign language capabilities of Agency employees is not served.

3. The Directorate for Operations has not reinstituted the Language Use Award for language specialists. We are currently receiving complaints from employees of inequitable treatment vis-a-vis their colleagues in other Directorates. We are faced with the dilemma of reinstituting a policy of questionable merit or losing valued employees to other Directorates. Using the LIP as a means of enticing employees from one Directorate to another or as a compensation for an admittedly low grade structure is a sad and costly distortion of the intent of the program.

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4. The Language Development Committee has not been able to resolve this matter because of the vested interests of the participants. I think that a statement of Agency-wide policy from you would be helpful. If times have changed, I need to know it. I do not want the Directorate for Operations to be left behind.

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Attachment

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